



## AMERICANS WITH DISABILITY ACT SECTION 504 POLICY STATEMENT

The City of Lexington is committed to treating all persons with dignity, respect and fairness and ensure that actions comply with local, state and federal laws. In this regard, we support and comply with the requirements of the Americans with Disability Act (ADA) and will not discriminate against qualified individuals on the basis of disability.

The City of Lexington prohibits discrimination on the basis of a disability with respect to all terms and conditions of employment and access to its activities, programs, and services. Any interference, coercion, restraint, retaliation, or reprisal of any person alleging disability discrimination is prohibited.

For the purposes of this policy, an individual with a disability is defined as any person who:

1. Has a physical or mental impairment that substantially limits one or more major life activities;
2. Has a record of such an impairment; or
3. Is regarded as having such impairment.

The City is committed to:

- Providing reasonable accommodation for an individual with a disability to participate in employment, activities, programs, and services and has established procedures to allow persons with a disability to request reasonable accommodation;
- Providing access to persons using its facilities, buildings, and state maintained roads, sidewalks, and crosswalks; and
- Ensuring that communications with applicants, participants, beneficiaries, members of the public, and companions with disabilities are as effective as communications with others. Auxiliary aids/services shall be provided upon request to individuals with a disability, such as sign language interpreters, readers, braille, and large print text. In addition, anyone with a hearing or speech impairment may use Relay NC, a telecommunications relay service, to call any NCDOT entity. Relay NC can be accessed by dialing 711 or 1-877-735-8200.

The City's ADA Coordinator can answer ADA-related questions and handle reasonable accommodation requests as well as provide information on established procedures for filing a complaint alleging discrimination on the basis of a disability. The ADA Coordinator can be contacted by phone at 336-248-3955, e-mail at [ADACoordinator@LexingtonNC.gov](mailto:ADACoordinator@LexingtonNC.gov) or mail at ADA Coordinator, 28 West Center Street, Lexington, NC 27292. Any questions or comments concerning this policy should be referred to the ADA Coordinator.

  
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Newell Clark, Mayor

  
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Date